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Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

In this issue

Page

Recent Collective Bargaining Settlements 1

Current and Upcoming Key Negotiations 2

Major Work Stoppages 7

Innovative Workplace Practices—**Second Quarter 2010** 7

Coming in the Next Issue 9

For More Information 9

Mailing List Add or Remove My Name 10

Recent Collective Bargaining Settlements

Summary reports of collective bargaining settlements are presented with an emphasis on the main negotiated changes to the previous collective agreement. A few examples are mentioned below. For a complete list, see Listing of Ratified Settlements by Province.

Province, Employer, Union, Bargaining Unit, and File Number	Settlement Month/Year
Nova Scotia Nova Scotia Association of Health Organizations Canadian Union of Public Employees 2,820 health care, welfare, office and service employees 1118405	Jan 10
Quebec Innotech Aviation Employees Association of Innotech Aviation 220 aircraft maintenance employees 0977507	Apr 10
ID Biomedical Corporation of Quebec Canadian Union of Public Employees 800 production employees 1382602	Feb 10
Alberta University of Alberta University of Alberta Non-Academic Staff Association 6,700 administrative and support employees 1260505	Apr 10

Canada

Negotech, a searchable labour relations database, gives you access to full collective agreement contract language and summary reports highlighting important benefit changes and latest wage adjustments. You can also conduct customized data searches.

Current and Upcoming Key Negotiations

covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Saskatchewan				
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10
Multiprovince				
Canada Post Corporation	CUPW	6,000	ARB	Sep 09
Government of Canada	Various unions	3,870	B	Nov 09
Federal Jurisdiction, Private Sector				
Quebec				
TELUS Communications (Que.) Inc.	CUPE	1,010	TENT	Dec 09
Groupe TVA Inc.	CUPE	1,000	TENT	Dec 09
Maritime Employers Association (Que.)	CUPE	830	WS	Dec 08
Manitoba				
MTS ALLSTREAM Inc.	TEAM	1,250	CO	Feb 10
British Columbia				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10
Multiprovince				
United Parcel Service Canada Ltd.	Teamsters Canada	3,800	TENT	Jul 10
NAV CANADA	IBEW/CAW	1,620	B	Aug 09/Apr 10

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Provincial and Territorial Jurisdictions, Public Sector				
Prince Edward Island				
Government of Prince Edward Island	UPSE	1,950	ARB	Mar 10
Prince Edward Island Department of Health	IUOE/UPSE	1,610	ARB	Mar 09
Nova Scotia				
Capital District Health Authority	NSGEU	8,350	B	Oct 09
Government of Nova Scotia	NSGEU/CUPE	7,690	B/TENT	Oct 09/Mar 10
Nova Scotia Association of Health Organizations	NSNU	3,580	B	Oct 09
Halifax Regional School Board	CUPE	770	B	Jul 09
New Brunswick				
Government of New Brunswick	NBUPPE/CUPE	12,160	B/TENT	Dec 08–Mar 10
Quebec				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	174,820	B/MED/ TENT	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B/MED/ TENT	Mar 10
Gouvernement du Québec	Various unions	68,990	B/TENT	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B/MED/ TENT	Mar 10
City of Montréal	Various unions	13,360	ARB/CO	Dec 06/Aug 08
Hydro-Québec	Engineers	1,490	B/CO	Dec 08
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
City of Québec	FPPVQ	800	ARB	Dec 06

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Provincial and Territorial Jurisdictions, Public Sector (continued)				
Ontario				
Ontario Hospital Association	SEIU	15,000	ARB	Oct 09
City of Toronto	IAFF	3,000	B	Dec 09
Manitoba				
Government of Manitoba	MGEU	13,500	B	Mar 10
Regional Health Authorities of Manitoba	MNU	11,000	TENT	Sep 09
Saskatchewan				
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	CO/B	Mar 08/Mar 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
City of Saskatoon	CUPE	1,490	B	Dec 09
City of Regina	CUPE	1,200	B	Dec 09
British Columbia				
Community Social Services Employers Association	BCGEU	15,000	B	Mar 10
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Emergency Health Services Commission (B.C.)	CUPE	3,500	B	Mar 10
BC Hydro	COPE	1,600	TENT	Mar 10
Nunavut				
Government of Nunavut	NTA	640	MED	Jun 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Provincial and Territorial Jurisdictions, Private Sector				
Quebec				
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	B	Apr 10
Ontario				
Construction Sector (Ont.)	Various unions	37,020	B	Apr 10
Loblaws Supermarkets Limited	UFCW Canada	15,390	MED	Jul 10
Zehrs Markets, division of Zehrmart Limited	UFCW Canada	11,340	MED	Jul 10
Essar Steel Algoma	USW	3,190	CO	Jul 10
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	ARB	Apr 10
Hamilton Steel GP Inc.	USW	2,400	B	Jul 10
Leisureworld Inc.	SEIU	2,070	ARB	Apr 10
Central Care Corporation	Various unions	1,660	ARB	Mar/Apr 10
Alberta				
Canada Safeway Limited (Alta.)	UFCW Canada	10,725	B	Mar 10
Suncor Energy Inc.	CEP	3,200	B	Apr 10
XL Foods Lakeside Packers.	UFCW Canada	2,100	B	Dec 09

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Provincial and Territorial Jurisdictions, Private Sector (continued)				
British Columbia				
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	7,500	B	Jun 09

*ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within the same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are indicated by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within the same union or in various unions are expiring, for example, either in July 2007 or April 2008, and their expiry dates are indicated by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Government of Canada	CSN	5,950	May 10
Federal Jurisdiction, Private Sector			
Nothing to report.			
Provincial and Territorial Jurisdictions, Public Sector			
Universities (Ont.)	Various unions	16,620	Apr/Jun/Aug 10
Government of Nova Scotia	NSTU	10,000	Jul 10
Government of Nunavut	PSAC	2,100	Sep 10
Provincial and Territorial Jurisdictions, Private Sector			
Nothing to report.			

Major Work Stoppages

Involving 500 or more employees from June 25 to July 15, 2010

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
Sears Canada (Logistics Centre) Vaughan, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 540 warehouse employees	Not available	Apr 1/2010 Lockout	
Vale Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	Jul 9/2010

Innovative Workplace Practices – Second Quarter 2010

The Labour Program publishes a quarterly overview of workplace innovative practices.[1] This overview is based on a review of 55 collective agreements mostly ratified between April and June 2010 inclusively.

This last quarter presented fewer innovations in bargaining agreements than in the past, particularly in Western Canada where most settlements took place in the public sector. Unions aimed at maintaining the status quo for the employees in order to keep their benefits and employment. However, the following provisions are considered to be innovative or of particular interest.

Compensation

General Dynamics Land Systems in London, Ontario, and 500 plant and maintenance employees represented by the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada), Local 27, have introduced a new **retirement savings plan**. Effective immediately, employees have the option of enhancing their personal retirement savings through a new contribution process whereby weekly, quarterly or special payments can be made through payroll deduction into a tax-free savings account (TFSA).

[1] The Workplace Information Division, Labour Program, defines innovative workplace practices as being a creative and new idea collectively bargained between a union and an employer. Included in this overview are innovations found in settlements covering 500 employees or more within provincial jurisdictions and 100 employees or more under federal jurisdiction.

Health and Welfare

General Dynamics Land Systems in London, Ontario, and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada), Local 27, have negotiated the cost coverage by the employer of a **cancer screening test** for women employees. The cost of the Cancer Antigen 125 (CA-125) test will be covered for women age 40 and older, once per year to a maximum of $35.

Canada Post Corporation (all of Canada) and the Canadian Postmasters and Assistants Association, representing 11,000 postmasters and postmaster assistants, have agreed on a **short-term disability program**, which will replace the existing sick leave provisions providing income protection for illness and accident/hospitalization. Under this new program, employees will be able to retain and use banked sick leave, and employees with 150 days or more in their sick leave bank will receive a one-time recognition payment. Eligible employees are provided with up to 7 personal days each year, to be used at their discretion, to cover single-day illnesses, personal or family appointments, family-related or other personal issues, or the waiting period for short-term disability program benefits.

Working Conditions

Job Security

Metro Ontario Inc. (previously A & P Canada Co.) in Ontario and 900 grocery distribution centre employees represented by the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada), Local 414 (CLC), have negociated a new clause to increase **job security** for full-time employees. In the event of a lay-off of full-time employees, hours of work of existing part-time employees will not exceed 28 worked hours per week during such lay-off weeks.

Hours of Work and Productivity

Alberta Health Services and 24,000 registered and psychiatric nurses in the province represented by the United Nurses of Alberta saw a commitment by the employer to **reduce overtime hours** worked by members of the bargaining unit, including hours worked by casual employees, hours worked by part-time employees other than on regularly scheduled shifts, and direct nursing care or nursing instruction hours worked by individuals not directly employed by the employer. Those hours would be converted into, or added to, regular nursing positions. It is expected that such an initiative would result in significant costing and efficiency gains, allowing for the parties to agree on a **2.0% productivity increase** to be applied to the provincial wage scales in the second year of the agreement.

Union job security concerns were also addressed through an employer guarantee that there would be **no overall reduction** in the total number of hours worked by nurses in Alberta, with benchmark hours defined as total nursing hours worked between April 1, 2009 and March 31, 2010. In addition, there was a commitment by Alberta Health Services that it would create, on an annual basis, a sufficient number of either regular positions, or temporary positions of six months or greater, to be able to **hire at least 70% of Alberta nursing student graduates**. Such positions would be within the direct nursing care and nursing instruction bargaining unit. That commitment, contained in a Letter of Understanding, would be effective through March 31, 2013.

Labour-Management Committee

General Dynamics Land Systems in London, Ontario, and the National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada), Local 27, have reached an agreement with respect to coverage for **home detoxification programs** for alcohol and substance abuse. A labour-management committee will be established to assess the effectiveness of home detoxification programs and their applicability to the CAW membership. If the committee members reach an agreement on the effectiveness of such a program, the committee will then develop specific eligibility criteria for the program, as well as a formal process for assessment, review, approval, monitoring and termination of the program for an applicant.

Coming in the Next Issue

- Wage Settlements—**June 2010 and 2nd Quarter** Analysis and Wage Data
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice monthly.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

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